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13 June 1979

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## **MEMORANDUM**

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ADM Stan Turner

DCI

FROM: Vince Davis

SUBJ: Personnel initiatives

This refers to your memo to the DDCI on this subject, dated 22 May, and your Director of Personnel's response back to the DDCI, dated 31 May You forwarded these to me, presumably for my comments.

First, I fully and enthusiastically endorse your memo of 22 May, in general and in specifics.

Second, I also very much like and am encouraged by the responding memo of 31 May, but with a couple of comments and one suggestion.

On page 2 of the 31 May response, re: 5.b. in middle of the page, nobody has proposed--I think--"excluding the Ph.D. type." You will always need a few people around here with in-depth specialized research competence signified by the Ph.D. But the idea is to add far more of the "two-M.A." types into the total mix, with the doctoral people becoming a minority.

Also in that same middle item on page 2 of the 31 May memo, there is a proposal to acquire some of these "two-M.A." people by sending your on-board folks to a local university to acquire M.A. degrees "after hours." This might be appropriate for a very few people from time to time. But, frankly, most "night school" M.A. programs are very poor in academic quality, and not to be confused with the kind of first-rate professional training acquired in a solid two-year M.A. program such as the JFK School at Harvard, the Woodrow Wilson School at Princeton, and (I hope) my own Patterson School at Kentucky. You yourself became aware of the limitations of "night school M.A. programs" when you disestablished such a program at the Naval War College. Don't re-invent that bad idea here.

Now, re: 5.c. on page 2 of the 31 May memo, my suggestion: I have an outstanding person who is completing a tour as a commanding officer of one of my Naval Reserve Intelligence program units in the Midwest. He is he will be in the zone for consideration.

The will be in the zone for consideration being about 100% of the analytical work on computerizing all known information on all merchant ships worldwide. BUT, for your purposes, I propose that you get him here for two weeks of active duty in Oct-Nov-Dec sometime, in connection with evaluating your psychological testing program. This is field in civilian life, and he's damned good at it. In fact, he was a finalist candidate 6 or 7 years ago when NSA was looking for a good psychologist to run its testing program, but withdrew and that job went to

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STAT Attached is a copy of a letter

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